

North Dakota HCBS DOJ Rate Study

2.2.2 Review Direct Support Professional Compensation by Setting for Disparities or Inequities

Occupation	Occupation Code	Description	Program or Setting	ND Employment Total	ND Mean Wage	ND Mean Annual	National Average Mean	Hourly 75th percentile wage	Comments
Home Health Care & Personal Care Aide *	31-1120	Home health and personal care aides monitor the condition of people with disabilities or chronic illnesses and help them with daily living activities.	HCBS, HHCS, IFS, RIDD, MHSAF	6240	16.42	34,150	14.62	18.03	QSP equivalent
Recreation Worker *	39-9032	Recreation workers design and lead activities to help people stay active, improve fitness, and have fun. They work with groups in summer camps, fitness and recreational sports centers, nursing care facilities, nature parks, and other settings. They may lead such activities as arts and crafts, sports, music, dramatics, or games.	SNF, CCRF-ALF	680	15.36	31,940	15.39	17.59	
Social and Human Services Assistants *	21-1093	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes "Rehabilitation Counselors" (21-1015), "Psychiatric Technicians" (29-2053), "Personal Care Aides" (31-1122), and "Eligibility Interviewers, Government Programs" (43-4061).	IFS, RIDD, MHSAF, State	1550	22.66	47,140	19.45	22.58	
Certified Nursing Assistant	31-1131	Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes "Home Health Aides" (31-1121), "Personal Care Aides" (31-1122), "Orderlies" (31-1132), and "Psychiatric Aides" (31-1133).	SNF, Hospitals, CCR, CCRF-ALF, HHCS	7790	17.34	36,070	15.99	17.87	
Psychiatric Technicians (assumption that Registered Behavioral Health Tech is in this BLS occupation code)	29-2053	Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.	Psychiatric and Substance Abuse Hospitals, Hospitals, Offices of Health Practitioners, RIDD, Outpatient Care Centers	150	18.29	38,040	18.27	21.93	

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Medical Assistants	31-9092	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes "Physician Assistants" (29-1071).	Physician Offices, Other Health Practitioner Offices, Hospitals, Outpatient Care Centers	490	18.00	37,440	17.94	18.36	
Physical Therapist Aid	31-2022	Under close supervision of a physical therapist or physical therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing the patient and the treatment area.	SNF, Hosiptals, Physician & Other Health Practitioner Offices	130	16.89	35,140	14.60	18.21	National average at SNF \$20.32
Community Health Workers	21-1094	Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs. Excludes "Health Education Specialists" (21-1091).	IFS, State, Outpatient Care Centers, Hospitals	270	26.16	54,410	22.97	30.63	
Community & Social Svc Specialist, All Others	21-1099	All community and social service specialists not listed separately.	Local and State government, IFS, Elementary & Secondary Schools, Social Advocacy Organizations	220	21.88	45,500	24.28	28.99	
Healthcare Support Worker, All Others	31-9099	All healthcare support workers not listed separately.	Hospitals, Physician or Health Practitioners Office, government, schools	210	20.86	43,390	19.56	22.97	

RIDD = Residential Intellectual and Developmental Disability  
 MHSAF = Mental Health and Substance Abuse Facilities  
 \*\*HHCS = Home Health Care Services (comparable to HCBS services)  
 IFS = Individual and Family Services  
 SNF= Skilled Nursing Facility  
 CCRC-ALF = Continuing Care Retirement Communities and Assisted Living Facilities for Elderly  
 ES = Employment Services

**Data Sources:**

[OEWS Maps \(bls.gov\)](https://www.bls.gov)

[North Dakota - May 2021 OEWS State Occupational Employment and Wage Estimates \(bls.gov\)](https://www.bls.gov)

\*Most frequently used by states for setting wage rates per the ANCOR "Review of States' Approaches to Establishing Wage Assumptions for Direct Support Professionals When Setting I/DD

\*\*BLS refers to Home and Community Based Services (HCBS) as Home Health Care Services (HHCS)